

Fee - \$349 per day

Early/Online Discount
\$329 (\$658 both days)
for online registration or
if payment is received by
July 5, 2016

**Wednesday &
Thursday
August 3 - 4, 2016**

REGISTER NOW

www.eetraining.eeoc.gov/tapsmain.html

By registering for a Training
Institute event, you agree to
all applicable Institute policies.

ENHANCE YOUR EEO KNOWLEDGE at the **2016 EEOC Chicago Technical Assistance Seminar** sponsored by the **EEOC Chicago District Office**. The seminar will be held at the **Hilton Chicago Northbrook**.



EEOC Chicago Seminar

U.S. Equal Employment Opportunity Commission

2016 SEMINAR LOCATION

Hilton Chicago Northbrook

2855 N. Milwaukee Ave.
Northbrook, IL 60062
(847) 480-7500

[Hilton Chicago Northbrook](#)

Reserve your room by July 12, 2016 to secure the "EEOC Chicago Area Seminar" rate of \$119.00/night, plus taxes. A limited number of discounted hotel rooms are available on August 2, 3 and 4. Group Code: USE. Group Name: EEOC Chicago Area Seminar.

Participant materials will be available for download and/or e-mailed prior to the day of the seminar.

EVENT Code: 16T-CHI-01

TRAINING YOU CANNOT AFFORD TO MISS!
Join us for the best in EEO training, from the experts who enforce the law.



EEOC
Training Institute
...Learn from the Experts

Questions about the seminar?

Maria Flores
Milwaukee Field Office
(414) 297-3594
(414) 297-4133 FAX
(414) 297-1115 TTY
maria.flores@eeoc.gov

U.S. Equal Employment Opportunity Commission

EEOC Chicago Seminar

Wednesday &
Thursday

August 3-4, 2016

CANCELLATIONS, REFUNDS, NO SHOWS

Cancellations received more than **10 business days** prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

WHO SHOULD ATTEND?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff (seminar approved for EEO Investigator Refresher credit)

Training Institute Policies - Event Code: 16T-CHI-01

PAYMENT - \$349 for the day. Fee includes seminar, lunch, refreshments at breaks and an eight volume 2016 EEO library on a cd. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

GET A DISCOUNT PRICE of \$329 when

1) registering on-line at www.eetraining.eeoc.gov/tapsmain.html before August 2 (**Day 1**) and August 3 (**Day 2**), 2016.

2) mailed registrations are postmarked on or before July 5, 2016. All mailed payments postmarked after July 5 are subject to the \$349 registration fee. Checks **received after** July 5 containing insufficient funds will be returned. **NOTE:** All credit card charges will be listed as **EEOC Training Institute** on your statement.

MAIL registration forms and checks to:
EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

STATE AND LOCAL GOVERNMENT REGISTRANTS: NOTE: To request an invoice (to secure payment via **check or credit card**) please call or e-mail the EEOC Training Institute. **Registration** confirmation is issued **after** payment is received by the EEOC Training Institute.

FEDERAL GOVERNMENT REGISTRANTS USING IPAC (Intra governmental payment and collection): Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

REGISTER ONLINE - www.eetraining.eeoc.gov/tapsmain.html
Credit card and electronic bank check registrations will receive immediate confirmation.

REGISTRATION QUESTIONS: Visit the website www.eetraining.eeoc.gov or contact our customer service staff at 703-291-0880 or toll free 1-866-446-0940; or send an e-mail to eeoc.traininginstitute@eeoc.gov for more information TTY# 1-800-828-1120.

CONFIRMATION: Registrants will receive e-mail confirmation upon receipt of a complete registration and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Bring your e-mail confirmation to the seminar.**

REASONABLE ACCOMMODATION REQUESTS — If you need an accommodation, please note it on the registration form and we will contact you.

U.S. Equal Employment Opportunity Commission

EEOC Chicago Seminar

Wednesday,
August 3, 2016



Schedule

8:00 a.m.
Registration

9:00 a.m.
Start

NOON Lunch
(Provided)

4:00 p.m.
End

Let the EEOC Be Your Trainer!

Experienced EEOC Staff will come to your worksite and provide training on popular EEO topics such as Harassment, EEO Overview, ADA Reasonable Accommodation and more.

For more information contact:
Maria Flores, Outreach & Education Manager,
(414) 297-3594
maria.flores@eeoc.gov

9:00 – 9:15 AM: Welcoming Remarks

9:15 – 10:30 AM: Top Ten Issues for Employers to Watch For at EEOC in 2016

Chicago employment attorney, Barry Hartstein, who closely monitors EEOC developments on behalf of employers, will provide an update on key EEOC statistics, settlements and a “top ten list” for employers to monitor.

Barry Hartstein, Co-Chair, EEO & Diversity Practice, Littler Mendelson

10:30 – 10:45 AM: Break & Networking Opportunity

10:45 AM – 12:00 PM: Workplace Leave Issues under the Americans with Disabilities Act, Family and Medical Leave Act, Pregnancy Discrimination Act, and Military Leave

Are workplace leave issues confusing to you? Are there too many laws to keep track of? You're in good company. Experienced practitioners will help you sort out the different requirements under the federal and state laws and allow you to better understand how they interact with one another. The speakers will focus particularly on pregnancy leaves, family and medical leaves, leaves under the Americans with Disabilities Act and the multiple laws addressing military leave.

Richard Mrizek, Trial Attorney, EEOC Chicago District Office

Lori D. Ecker, attorney, Law Office of Lori D. Ecker

Alisa B. Arnoff, Principal, Scalabrino & Arnoff, LLP

12:00 – 1:15 PM: Lunch & Networking Opportunity

1:15 – 2:30 PM: Recent Developments in Employer Wellness Programs

Learn what an employer wellness program is, how you can develop one that complies with federal laws, and what the EEOC's recent guidance says about such plans. This session will provide you the information you need to provide a health benefit to your employees without violating the Americans with Disabilities Act or the Genetic Information Non-Discrimination Act.

Diane Smason, Supervisory Trial Attorney, EEOC Chicago District Office

Edward C. Jepson, Shareholder, Vedder Price

2:30 – 2:45 PM Break & Networking Opportunity

2:45 – 4:00 PM: Diversity Issues in the Workplace

Dr. David G. Embrick's research explores the ambiguous and often contradictory concept of diversity. He argues that “diversity ideology” has allowed many institutions to increasingly define diversity in a way that often trivializes or downplays existing issues of inequality that persist in the workplace. His research findings indicate that popular concepts and actions, such as affirmative action and the establishment of diversity offices, have enabled many organizations to evoke new rhetoric that maybe far more dangerous than colorblind racism.

David G. Embrick, Associate Professor in Sociology and the Africana Studies Institute, University of Connecticut

4:00 PM: Seminar Concludes, Evaluations Submitted, Training Certificates Distributed

SHRM credits and HRCI recertification credits will be sought. Refresher training requirement for federal agency EEO (counselors, investigators and/or mediators) has been approved.

U.S. Equal Employment Opportunity Commission

EEOC Chicago Seminar

Thursday,
August 4, 2016



Schedule

8:00 a.m.
Registration

9:00 a.m.
Start

NOON Lunch
(Provided)

4:00 p.m.
End

Let the EEOC Be Your Trainer!

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For more information contact:
Marie Flores, Outreach & Education Manager,
(414) 297-3594
maria.flores@eeoc.gov

9:00 – 9:15 AM: Welcoming Remarks

9:15 – 10:30 AM: EEOC v. Illinois Department of Human Rights Case Processing
Representatives of the EEOC and the IDHR will review their respective procedures in processing employment discrimination complaints filed with their agencies, from receipt of the complaint to the issuance of a decision. Gain an inside look into the EEOC's new Digital Charge System and how it simplifies responding to a charge and accessing charge information. Take away best practice tips including preparing effective position statements and submitting documentary evidence.
Brent A. Harzman, Charge Processing Division Manager, Illinois Dept. of Human Rights
Nanisa Pereles, Supervisory Investigator, EEOC Chicago District Office

10:30 – 10:45 AM: Break & Networking Opportunity

10:45 AM – 12:00 PM: Reasonable Accommodations for People with Psychiatric Disabilities

Many employers find it challenging to understand how to effectively provide reasonable accommodations to people with psychiatric disabilities. This session will review the ADA and its regulations, EEOC guidance and recent case law decisions regarding people with psychiatric disabilities, and offer practical tips surrounding possible reasonable accommodations for people with psychiatric disabilities in the workplace and resources available to assist employers.

Jeanne Szromba, Trial Attorney, EEOC Chicago District Office
Barry Taylor, Vice President for Civil Rights and Systemic Litigation, Equip for Equality

12:00 – 1:15 PM Lunch & Networking Opportunity

1:15 – 2:30 PM: Employee Verification & Avoiding National Origin and Immigration-Related Discrimination

Like many employers, you may be hiring immigrant workers and want to ensure that you have complied with all areas of the law. In this session you will learn common mistakes employers make that result in national origin discrimination. You will also learn how to avoid problems in the Form I-9 compliance process, and of free resources available to employers.

Jose J. Behar, Partner, Hughes Socol Piers Resnick Dym, Ltd.
Liza Zamd, Senior Trial Attorney, U.S. Department of Justice Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices

2:30 – 2:45 PM Break & Networking Opportunity

2:45 – 4:00 PM: Social Media and the Workplace

The rise of social media has dramatically affected our workplaces. Employers are struggling with the difficult burden of determining acceptable conduct at the office. Learn about employer pitfalls in this developing area of the law.

Ethan Cohen, Trial Attorney, EEOC Chicago District Office
Thomas H. Luetkemeyer, Hinshaw & Culbertson LLP

4:00 PM: Seminar Concludes, Evaluations Submitted, Training Certificates Distributed

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EEOC CHICAGO SEMINAR 2016

Please print and
use a separate form
for each attendee

ENROLLMENT

Event Code: 16T-CHI-01

First Name _____ MI ____ Last Name _____

Title _____

Organization _____ Suborg. _____

Address _____

City _____ State _____ Zip _____

E-Mail _____

Business Telephone () _____ (if TTY, please check here ☐)

Fax No. () _____ Company/Agency Tax ID Number _____

Do you require a reasonable accommodation, due to a disability, to attend this program? ☐ Yes

Describe accommodation requested or special diet needed: _____

REGISTRATION FEE

☐ One day \$349 / \$329* Discount Price ☐ Both days \$698 / \$658* Discount Price

*Discount price of \$329 available for online registrations received before August 2 (day 1) or August 3 (Day 2), 2016. All payments received after July 5 will be subject to a \$349 registration fee. Checks received after July 5 containing insufficient funds will be returned. Mail registrations to: EEOC Training Institute, 6841 Elm Street, Suite 1092, McLean, VA 22101

PAYMENT TYPE

Credit Card ☐ MasterCard ☐ Visa ☐ American Express ☐ Discover

Account # _____ Exp. Date _____

Card Security Code (3 or 4 un-embossed digits near signature block) _____

Cardholder Name (please print) _____

Signature _____ Cardholder Email _____

Cardholder Address _____

☐ Check Payable to EEOC Training Institute 6841 Elm Street, Suite 1092, McLean, VA 22101

☐ State/Local Government Entities: To request an invoice to secure payment via check or credit card, please contact the EEOC Training Institute at 866-446-0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

☐ Federal Government Agencies must complete the EEOC's Inter Agency Agreement (IAA Form) at the time of registration. Please contact the EEOC Training Institute at 866-446-0940 or send an e-mail to eeoc.traininginstitute@eeoc.gov.

Person filling out this form (if different than registrant)

Name: _____ E-mail: _____

► REGISTER ONLINE WITH A CREDIT CARD OR CHECK AT www.eeotraineeoc.gov/tapsmain.html

► MAIL to EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

► QUESTIONS? CALL 703-291-0880 or toll free 1-866-446-0940; or e-mail

eeoc.traininginstitute@eeoc.gov

* PAYMENT IS REQUIRED PRIOR TO TRAINING

Have you attended an
EEOC-sponsored seminar,
course or conference in the
last 5 years? ☐ Yes ☐ No

Employees
at your facility?

- ☐ Under 50
☐ 50-99
☐ 100-249
☐ 250-499
☐ 500-999
☐ 1,000+

Your Organization:

- ☐ Federal Gov't
☐ State/Local Gov't
☐ Private

Your Position:

- ☐ Attorney
☐ EEO Director, Manager,
Supervisor
☐ EEO Professional
(Investigator, Counselor,
Specialist)
☐ HR Director,
Manager, Supervisor
☐ HR Staff
☐ Mediator, ADR
☐ Other Manager,
Supervisor
☐ President, CEO, Owner
☐ Union Representative
☐ Other _____

How did you learn about this
seminar?

- ☐ Brochure in mail
☐ Colleague
☐ EEOC event
☐ Email
☐ Website/Internet
☐ Newspaper/ Newsletter
Professional Organization
☐ SHRM
☐ Other _____

EEOC CHICAGO SEMINAR 2016

DIRECTIONS

Visit the EEOC
Training Institute at
[www.
eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)

[Hilton Chicago Northbrook 2855 N. Milwaukee Ave., Northbrook, IL 60062](#)

[Hilton Chicago Northbrook](#)

Located at the intersection of Milwaukee Avenue (Route 21) and Winkelman Road, Hotel is South of Willow Road, North of Lake Avenue and just West of the Tri-State Tollway (294).

Top 5 Reasons to Attend an EEOC Seminar

- ◆ Get Updates on the Latest Changes to EEO Laws and Regulations
- ◆ Avoid Common Pitfalls and Mistakes
- ◆ Learn Best Practices
- ◆ Prepare for Tough HR Decisions
- ◆ Meet the People who Enforce the Laws

